

SQUADRON COMMISSIONING MANNING ISSUES

Purpose and Objectives

- Identify Hazards
- Hazard Assessment
- Make Risk Decisions
- Implement Controls
- Supervise

Hazards

- Incorrect NECs assigned to incoming personnel
- Lack of Senior Enlisted Female
- Inadequate Qualifications
- Lack of Check-in Procedures
- Lack of focus on Squadron Mission
- Negative impacts to Evaluations/Advancement

Hazards

- Lack of Supervision
- Inadequate manning to maintain aircraft
- Lack of technical/aircrew training
- Lack of Dental/Medical readiness program
- Lack of Retention Program
- Lack of Phased rotation for personnel

Hazard Assessment Totem Pole

- Lack of Supervision (1)
- Inadequate Qualifications (1)
- Lack of Tech/Aircrew Trng (1)
- Lack of EA-6B Mission Focus (2)
- Inadequate Manning to maintain ACFT (2)
- Lack of Med/Dental Readiness (2)
- Impact to Evals/Advancement (3)

Hazard Assessment Totem Pole

- Lack of Retention Program (3)
- Lack of Phased Rotation of Personnel (4)
- Incorrect NEC Assigned (4)
- Lack of Check-in SOPs (4)
- Lack of Senior Enlisted Female (5)

Make Risk Decision

- Lack of Supervision (1) Trans/Reduce
- Inadequate Qualifications (1) Trans
- Lack of Tech/Aircrew Trng(1) Trans Reduce
- Lack of Mission Focus(2) Reduce
- Inadequate Manning to
- maintain ACFT (2) Trans/Delay
- Lack of Med Readiness (2) Trans Reduce
- Impact to Evals/Advance(3) Trans/Reduce

Make Risk Decision

- Lack of Retention Program (3)
Delay
- Phased Rotation of Personnel (4)
Reduce
- Incorrect NEC Assigned (4) Reduce
- Lack of Check-in SOPs (4) Reduce
- Lack of Senior Female (5)
Trans/Reduce

Implement Controls

- Lack of Supervision
 - **TAD personnel out/TAD supervisors in**
 - **One shift, review assigned duties daily**
 - **Stress accountability**
- Inadequate Quals
 - **TAD personnel out**
 - **Maintain current qualifications**
 - **Schedule Schools**

Implement Control

- Lack of Tech Aircrew Trng
 - **TAD Personnel**
 - **Monitor existing qualifications**
 - **Beg/Borrow Flight Time**
 - **Use Simulators/AIMD Training**
- Lack of Mission Focus
 - **Stress Mission EA-6B Squadrons**
 - **Brief Command of Squadron Schedule**
 - **Take input from command (issues, problems)**
 - **Pt the shit out of everyone (drop and give me 20)**

Supervise

- Solicit input
- Measure progress
- Mid course adjustments as required